G. R. S. 59]

GENERAL AND REVENUE SECRETARIAT.

1912

(Gf. 7)

File No. H. Mus 38-12

Serial Nos.

P. 10 (E)

Papers Filed.

Month February 1913.

SUBJECT.

Financial Secretary's proposal to issue a circular to all Heads of departments and Deputy Commissioner pointing out that recommendations for increased pay and allowances to officials in excess of the sanctioned scale should not be made on individual considerations.

PREVIOUS REFERENCES

LATER REFERENCES.

Gf. 7 182-14 H: 1 B May, 1915.

GENERAL AND REVENUE SECRETARIAT.

( )

NOTES

File No.

FILE HEADING.

From

No. Dated Received

Diary No. Enclos. Spare Copies. Serial No.

BRIEF ABSTRACT OF LETTER.

NOTES AND ORDERS.

NOTES—First sheet.

GPB—30,000—12-8-11

No C. 23

30.7.12

G.R.S. 13]

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

The Financial Secretary awaits a circular letter to be drafted to all Heads of Departments on the following lines

Recommendations. ~~for~~ increased pay ~~for~~ are being received in final numbers from the Heads of Depts in ~~consideration~~ spite of the fact that under the strict rules such ~~increases~~ increases of scale or increment ~~considerations~~ are inadmissible but could not always be kept out of the recommendations with the result that permanent ~~Establishments~~ Establishments has been increased as follows: ~~per~~ during ~~last~~ per cent five years

~~The first error~~ The first principle that Govt is that the Govt should definitely fix a scale for each dept ~~office~~ after taking into consideration the resources at the disposal of Govt & the necessities of the each department. ~~Individuals of the~~ ~~Should not promotion, should be~~ ~~in no case should this scale be~~

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

This scale Govt can be altered ~~increased~~ only when

but after a reconsideration of the State finances & the needs of the several departments to effect a general ~~or particular~~ revision of scale of one or all depts or offices. ~~Individual considerations and the~~ Such increase of scale should not be effected by ~~individual~~ considerations — as with the view of giving increased pay to particular individuals. Increased pay can be given by individuals not by increasing the scale of the dept but by transfer & appointments carrying higher pay. An efficient man, ~~who~~ whose services may be required, Seniors may be superseded. The start may be at a higher point & all methods of giving promotion to individuals are inadmissible, so long as such grants do not amount to an increase in the Scale of Augment for Govt.

Unless there are special grounds on which ~~the~~ following special personal allowances and special increments of pay are recommended are quite untenable

1) Long & efficient service, in a particular appointment.

2) No scope for promotion in the

(5113—25,000—11-11-11

is during either hours
reaching the max^m or
there being no vacancies
higher grades.

In all such cases the Heads
of Offices & Departments, if
they are anxious to better
the emoluments of their
Subordinates, should not accommodate
special allowances which
would not be
what but
the scale of pay to which
such increases are based on
individual consideration.

Decent.

1) Please put up a draft on
the above lines and referring also to
existing orders on the subject if there
be any (at an early date)

2) The Finl Sec^y also said that
he had ordered the preparation
of a Statement showing
the increase permanent
charge for Dep^t during
this last few years & that
this Statement should be
brought up to date &
copy sent up with
long question proposed to
be asked Dep^t

17.5

Mentioning all that fall
on
are promoted & cease
will hereafter decline to
consider representations &
increases appear in working
an
allowance & even
the scale of pay to which
such increases are based on
individual consideration.

The scale of fixt Ex^p is
a fixed thing and individuals should
get promotion under it and not by
altering it as it is from the
numerous applications their rec^d
it is feared that the above
principles are lost sight of by
Heads Depts and their
strict observance is imperative
in the present state of our
finances. Without it all
Schemes for retrenchment
must be futile & fall
short
Take this opportunity

Statement showing additional permanent expenditure sanctioned in th

the Mysore State since 1905-06.

Total permanent recurring expenditure sanctioned (in round thousands)		1 9 1 0 -- 9 1 1. Head	Amount.
1905-06	1,38,000	2.Land revenue	1296
1906-07	2,53,000	4.Excise	120
1907-08	1,96,000	8.Stamps	12
1908-09	3,25,000	4.Palace	4,00,000
1909-10	69,000	15.Gl.Administration	180
Total for the five years	9,81,000	18.Education	3,780
		20. Medical	84
		21.Scientific &c Depts.	2,292
		T o t a l	4,07,764

G.R.S. 13

H Dept 3'8

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

Draft as per Assistant Secretary's note is put up & copy of the statement referred to by the Ass^t Secy is also put up

BBR
8/7/1912

Secy) 9/7

Have draft typed & submit to Dewan for approval

M
9/7/12
Secy

A typed copy of the draft is put up

BBR
13/7/12. Dewan

Mem
Circulate to Councillors — Madras newspapers
Recently Dr Nair

227 8
15-7-12

N. B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

GPB—45,000—19-5-08

G.R.S. 13] H. Nos 38

No. C 23
Jan 19

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

Contain a summary of the increments to pay & Revenue establishments in B^h India (as made by Resy) sanctioned by the Secy of State & similar measure fully explained in is very necessary in respect of which details of the scheme the rank of which Sheristadars Increase & Pay of Police constables in Myon. is also a measure on hand, as well as a reorganisation of the Med Dept — When these measures are passed Ifm one should ready subscribe to the proposed rise —

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

GPB—25,000—11-11-11

~~Secy~~ To be circulated as per Secy's order overleaf
Secy
Gdsay

G. R. S. 12]

General and Revenue Secretariat. | File No. of 191

Serial No.

H this 38.

Ldo 2nd March last has
circular must be issued
10/8/12

277 5
12-5-12.

Dewan Ellis
10/8/12

The proposal may be
held in abeyance, & these
papers linked to the file
now under work relating
to Revision of Pay of Taluk
Establishments Ellis 29/8/12

Forwarded to the Fin. Secy.
for perusal & return of the Dewan
order & Revs return
W. Summers
30/8 — 1/9/12

30/8/12

I am inclined to the opinion that
a circular on the proposed lines

will be very useful financially and I respectfully request that the matter be further & favorably considered

Revenue

1/9/12

3786
3-10-12

NOTE—Contn. sheet.

GPB—65,000—17-5-12.

Place Circulated for members
Hon. Exec. Council Meeting 11th Sept 1912

R. S. 12]

General and Revenue Secretariat. | File No. | of 191

Serial No.	
	C. clerk Circulate WR 6/11 Seen 10/11/12 2nd Counsellor 23 11/11 Seen 14/11/12 C. clerk Note for meeting 23 14/11

NOTE—Contn. sheet.

GIP—65,000—17-6-12.

(a)

OPINION OF THE COUNCIL.

The Council is unanimously of opinion that the issue of the proposed Circular is not necessary.

Sd/- M. Visvesvaraya.
Dewan of Mysore.

" E x t r a c t "

Offg. Secretary to Government.

G.R.S. 28.] 497

File No.

Serial No.

Diary No. of letter replied to

Proceedings of the Government of His Highness the Maharaja of Mysore.

GENERAL AND REVENUE SECRETARIAT.

( )

READ—

, the 19

Date of issue

Signed by

ORDER THEREON.—NO.

The Govt have noticed that ~~Recommendations for increased~~ and allowances to officials pay &c, are being received in great numbers from the Heads of Depts and in spite of the fact that under strict rules such increases to the scale on individual considerations are

over

SUBJECT.

GPB—10,000—19-4-10

inadmissible, Govt could not always reject the recommendations. The ~~with the result that~~ permanent recurring expenditure on establishments has increased as follows ~~during~~ During the past ~~five~~ six years:—

1905-06	1,38,000
1906-07	2,53,000
1907-08	1,96,000
1908-09	3,25,000
1909-10	69,000
1910-11	4,07,764*

Total - ~~13,89,000 in round figures~~ 13,88,764. or

Average annual increase Rs 2,31,500. This works to the

* This figures recurring expenditure which is be[illegible]

The necessity of keeping the growth of establishment expenditure under check will be readily realized from these figures and the principle that expenditure should not be more than what the work or accepted demands should be steadily kept in view.

2. ~~The first principle of Govt expenditure~~ is ~~that the Govt expenditure is~~ that the scale of expenditure for each Department and office ~~should be~~ has been definitely fixed by Govt. after taking into consideration the resources at the disposal of Govt. and the necessities of each department. This scale can be allowed to increase only when the ~~Govt.~~ wants of Govt work requires such increase, ~~after a reconsideration of the State's finances and the needs of the several Departments,~~ Effect a general revision ~~with~~ of one or all departments or offices. Such increase of scale ~~should~~ will not be allowed for effected by individual considerations &c., with the objects of

G.R.S. 27]

GENERAL AND REVENUE SECRETARIAT.

(Continuation sheet draft form.)

giving increased pay to particular individuals. Increased pay can be ~~got~~ given to individuals not by increasing the scale of Govt. expenditure but by transfer to appointments carrying higher pay. For specially efficient men the promotion may be rapid, of inferior merit may be superseded and the start may be at a higher point; i.e., all methods of giving promotion to individuals are admissible, so long as such promotions do not result in an increase in the scale and augment Govt. expenditure.

It will thus be seen that the following grounds, on which special personal allowances and special increments of pay are recommended, are quite untenable:—

1) Long and efficient service in a particular department;

2) No scope for promotion in the office or Dept^t where one is serving either by ones reaching the maximum or there being no vacancies in higher

grades.

(3) General grounds such as increase in the cost of living, which affects all departments and which can be taken into account after first conducting a general review of salaries in all departments.

In all such cases the Heads of Offices or Departments, if they are anxious to better the emoluments of their subordinates should not recommend special allowances or increments which involve greater expenditure to Govt. but should represent their efficiency and claims to other Heads of Offices and on suitable opportunities get them transferred to places carrying higher pay.

The scale of Govt. expenditure on establt in any Dept should be regarded & fixed by the sanctioned scale as a fixed thing and individuals should get promotion under it and not by altering it. From the numerous applications now received it is feared that these principles are, to a great extent, lost sight of by Heads of Departments, and their strict adherence to these principles observance is very necessary, in the present state of our finances. Without it all schemes for retrenchment must be futile. Govt therefore take this opportunity

GPB—15,000—13-11-11

Proceedings of the Government of

H.H.the Maharaja of Mysore.

Order No.

Dated, Bangalore, the July 1912.

.....

The Government have noticed that recommendations for increased pay and allowances to officials are being frequently received from the Heads of Departments. In spite of the fact that under strict rules such increases to the scale on individual considerations are inadmissible, ~~Government could not always reject the recommendations~~ additional expenditure has been sanctioned from time to time for reasons of that kind. The permanent recurring expenditure on establishments has increased as follows, during the past six years:-

1905-06.....Rs1,38,000.

1906-07.....Rs2,53,000.

1907-08.....Rs1,96,000.

1908-09.....Rs3,25,000.

1909-10.....Rs. 69.000.

1910-11.....Rs4,07,764.

Total.....Rs13,88,764

This works to the average annual increase of

of R$2,31,500. The necessity of keeping the growth of Establishment expenditure under check will be readily realised from ~~the~~ these figures, and the principle that expenditure should not be more than what the work or occasion demands, should be steadily kept in view.

2. The scale of expenditure for each department and office has been definitely fixed by Government after taking into consideration the resources at the disposal of Government, and the necessities of each Department. This scale can be allowed to increase only when the interests of Government work requires such increase. Such increases of scale are not ~~to~~ to be allowed ~~from~~ for individual considerations--- i.e., with the object of giving increased pay to particular individuals. Increased pay can be given to individuals not by increasing the scale of Government expenditure but by transferring them to appointments carrying higher pay. For specially efficient men, the promotion may be rapid, seniors of inferior merit may be superseded, and the start may be at a higher point; i.e.,

(9)

Government, but should represent their efficiency and claims to other Heads of ~~Departments~~ Offices, and on suitable opportunities get them transferred to places carrying higher pay.

The scale of Government expenditure on establishment in any office should be regarded as fixed by the sanctioned scale, and individuals should get promotion <u>under it, and not by altering it</u>. From the numerous applications now received it is feared that these principles are to a great extent lost sight of by Heads of Departments, and strict ~~adherence~~ adherence to these principles is very necessary. Without it all schemes for retrenchment must be futile. Government therefore take this opportunity of informing all Heads of Departments and Heads of Offices that representations for increase of pay in violation of these principles and involving an excess to the scale of expenditure on personal grounds will not receive consideration and are liable to be summarily rejected.

Finl Secretary to Government.

Ke 1917